



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY, EUROPE, and SEVENTH ARMY
CIVILIAN HUMAN RESOURCE MANAGEMENT AGENCY
UNIT 29351
APO AE 09014

27 February 2003

CHRMA Directive #17

SUBJECT: Exemption from Overseas Rotation Agreements

1. REFERENCES:

- a. DoD Civilian Personnel Manual – DoD 1400.25-M, dated December 1996
- b. USAREUR Supplement 1 to AR 690-300.301, dated 15 June 1999

2. PURPOSE: To provide guidance on the use of rotation agreements for employees who are exempted under regulatory provisions listed above.

3. PROCEDURES:

a. Competitive Service civilian employees hired into DoD appropriated fund positions in foreign areas are required to be placed on rotation agreements in accordance with references 1a and 1b above. DoD 1400.25-M identifies several distinct categories of employees that have been exempted from rotation, and therefore, are not to be placed on rotation agreements. The categories that are exempt from rotation are:

(1) Employees whose duties require frequent contact with officials of the host nation(s) and a detailed current knowledge of the culture, laws, customs or government processes of the host nation(s). The host nation exemption must be fully documented in the employee's current job description.

(2) Employees who are family members and who accompany military members or Federal service civilian employees stationed in the area.

(3) Employees in the Senior Executive Service.

(4) Employees who have been employed continually in a foreign area since 1 April 1966.

(5) Employees who were employed before 24 August 1988, in positions at GS-06 or below or in non-supervisory wage grade positions, and who have remained continuously employed at those levels.

b. Employees serving on a Veterans' Recruitment Appointment (VRA) are required to sign a rotation agreement based upon the effective date of their appointment. Employees on VRAs are not subject to the five-year limitation until they are converted to career or career-conditional appointments. Upon conversion, all previous time from initial appointment counts toward the five-year limitation.

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4. Employees who are in the exempt categories mentioned above are not to be placed on overseas rotation agreements.
5. CHRMA POC for this action is Policy Management Branch, 375-2535.

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JEANNIE A. DAVIS
Director